

EMPLOYEE BENEFITS AT UNICEF UK

Salary	Appointments are made in line with market data for the role. The salary offered is based on skills, knowledge & experience.
Annual Salary Review	Annual salary reviews take place in April each year. We benchmark our salaries each year to remain competitive.
Annual Leave and Bank Holidays	The holiday year runs from January to December. Full time employees are entitled to 25 working days leave, rising to 30 days with service. We offer the option of flexing four Bank Holidays to take at a time more suitable to you. All leave provisions are calculated in hours and are pro-rated for part time employees and new starters.
Buying / Selling and Carrying over Annual Leave	All employees have the option to buy or sell up to the equivalent of one week's annual leave each year subject to affordability (pro rated for part timers and new starters) and to carry over up to one week of annual leave into the next year (subject to availability)
Time Away from Work	Paid or unpaid leave to accommodate time you may need to take away from work.
Pension	Eligible employees are auto enrolled into our pension scheme after three months' service. There are flexible options for the contribution UNICEF UK and employees can make.
Early Moments Leave	As an employer that's committed to inclusion, all UNICEF UK employees who are pregnant, expecting a child but are not the pregnant parent, or adopting, can have up to 52 weeks of Early Moments Leave (EML) with 26 weeks of fully pay.
Income Protection Insurance & Life Cover	Income protection protects 50% of your salary if you are incapacitated due to injury, accident or illness after a 26-week period of absence, subject to insurer's approval. Life cover is valued at three times the annual salary and covers death in service.
Interest Free Loans	Interest free cycle scheme and season ticket loans are available after your probationary period has been completed. The loan is paid back via monthly payments deducted from your salary.
Work Agility & Flexible Working	We offer all employees the opportunity to make day-to-day choices about how and where they work. All employees have the right to request flexible working, regardless of length of service.
Wellbeing and Personal Support	You can claim cash back on everyday healthcare costs. We also provide access to 24-hour confidential helpline, face to face counselling and a range of other wellbeing support. We provide a second medical opinion scheme that assists in getting expert medical advice on your health condition from leading physicians around the world.
Personal Growth & Learning	We invest in our employees' personal and professional development and offer a range of learning opportunities including personal growth loans.
Antenatal Classes	Our Baby Friendly Team offers antenatal classes for our employees and their partners who are expecting a baby.
Staff Discount	20% staff discount from greeting cards and gifts.
LifeWorks	Access to savings and loyalty points across big brands in leisure, fashion, health, gyms, retail, travel and cinema.
Free Will Service	The opportunity to use UNICEF's will writing service for free. Delivered through a partnership with Co-op Legal Services. Prepare a simple single or mirror will to plan what happens to your property and belongings (estate) after your lifetime.